

Pittsburgh Strike
Teamsters stop the Press
p. 2

Pension News
Next step: 25-and-out
p. 5

Grocery News
Lucky plays hardball
p. 8

United Parcel News
Dignity & Justice revisited
p. 9

TEAMSTER CONVOY DISPATCH

109



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1992 #117

189 Officials in \$100,000 Club for '91

Election, Carey Slash Multiple Salaries Paid by IBT

An investigation of top Teamster salaries has uncovered 189 that received over \$100,000 in salaries and expenses in 1991, at a cost of some \$27.3 million. Both figures are up

from 1990. But a deeper look at the situation shows the dramatic effect the IBT election has had—this will be seen in the 1992 figures next year.

The list includes only those officials

with salaries of over \$75,000 and total compensation (including bonuses and expenses) of over \$100,000. Multiple pensions are not part of the listing.

One year ago the TRF publication "The Impact of the Consent Order on the Lifestyles of Teamster Officials" ended with a prediction that the election would have by far the most effect on changing spending priorities—more than the impact of charges against certain officials. That prediction has been shown to be correct.

Change at International

Of the 50 officials nearest the top of this list who received a salary from the International union last year, 39 are no longer on the International payroll as of August 1992. That is, 78% of the

top-paid International officials have been cleaned out in processes related to the historic election. Those 39 officials were paid a total of \$7.9 million by the International in 1991. Those funds are now put to better use.

Of the top 50, 14 were defeated in the election (nine from the Durham slate, five from the Shea slate). Ron Carey took 24 off the payroll, either through terminating them or removing a multiple salary. Six more retired or stepped aside from their International posts, either just before the election or soon after. Four were ordered out of the union by Judge Lacey. (Some are in more than one category).

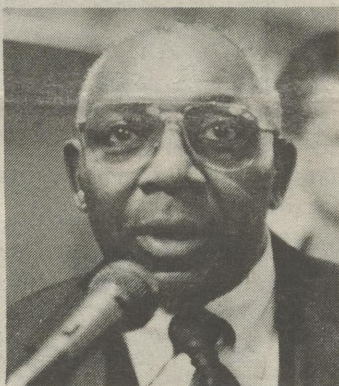
Of the 11 who remain on the payroll, four won election (three trustees

continued on page 6

The Next Revolution

Our Teamster reform movement worked diligently to win the Right to Vote and elect new leadership at our International union. But we've always been about rank and file power, and we knew that historic election was only a big step toward solving our union's deep-seated problems. Now we are turning to our local unions, and we're seeking to work with—or seeking to elect!—leaders who want to build a grass-roots union movement. The next revolution must be in our joint councils and conferences. TDU will be there in that struggle. You can count on it.

—J.C. Thomas, Co-Chair TDU International Steering Committee, Memphis Local 667



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouse's name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Last Call on Southern Conference Petition

Battle for Reform Heats Up in South

Thousands of Teamsters in the Southern Conference have signed a petition calling for reforms now in our grievance committees and the pension and health and welfare fund, and calling on Jerry Cook and the old guard to "get out of the way of the new reform programs."

Meanwhile, key elections are rapidly approaching this fall that will continue to build the inevitable movement toward reform in the conference. The election of reformers in

the fall local union elections can eventually affect the grievance panels, and pension and insurance policy.

Southern Conference Teamsters are certainly not unique in their struggle for reforms at the conference and joint council levels. They are part of a nationwide movement. But the pace of reform in the South can be unique in that the total number of locals is relatively few compared to other conferences—49—membership is only

continued on page 3

Teamsters for a Democratic Union

P.O. Box 10128
Detroit, Mich. 48210
(313) 842-2600

This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on this page.

UNION SOLIDARITY

Class War in Pittsburgh

In a battle similar to the 1990-91 New York *Daily News* strike, 11 unions at the *Pittsburgh Press* and the *Post-Gazette* are fighting management attempts to cut hundreds of union jobs. Teamsters Local 211, representing delivery drivers, has been on strike since May 17. Management then locked out the remaining unions, including the Newspaper Guild, Communications Workers, Graphics Communications, and others.

The confrontation has revolved around the Pittsburgh Press Co.'s demand to initiate a new distribution system. The new system, utilizing centralized drop-off centers, would gut 450 of the 600 Teamster jobs. Also, 4,300 youth carriers would be dropped in favor of part-time adults, using their personal vehicles for delivery.

The unions' organization, the Pittsburgh Newspaper Unions Unity Council, has reached out to the community. Support from the labor movement, along with community leaders, has been pivotal in the unions' ability to generate massive picketing of newspaper production facilities. A widespread consumer boycott has left the Press Co. with no businesses willing to advertise and no newsstands willing to carry the papers. Municipal

authorities have pressured the Press Co. by considering revocation of the company's tax exemptions.

Events came to a head on July 25 when over 5,000 strikers and supporters squared off with police and private security forces attempting to move scab trucks. Starting on Sunday at midnight, union supporters surrounded the Pittsburgh Press building. At 6 a.m., riot police began escorting delivery trucks toward the strike lines. As lines of unionists were arrested, others took their place on the pavement. The police were unable to break the blockade. With the main production facilities sealed, the Press Co. tried to move papers from suburban locations. These distribution centers were met by "flying pickets" challenging the non-union drivers and monitoring their deliveries. Production was halted on July 28.

The Press Co. has attempted to produce a weekly paper but it has garnered little advertising. The Unity Council is producing its own weekly, self-supported through ad revenue. The *Greater Pittsburgh Newspaper* has a circulation of over 300,000. Striking Teamster drivers are paid by the Unity Council to deliver the weekly.

Local 211 and the Press Co.

returned to the table but report little progress. According to Teamster spokesperson Ray Brown, a new team of negotiators from the Press Co. has been meeting with the various unions and will respond to union proposals. Issues include job classifications, the economic package and term of the contract.

Support for the strike is building. Leaders from Pittsburgh's religious community have called a press conference where they will demand that the company negotiate in good faith. Over 4,000 delegates from the American Federation of Teachers convention marched on the picket line. Plans are underway for a massive Labor Day march focusing on the strike.

Brown adds that support from Ron Carey and Secretary-Treasurer Tom Sever has been very important, especially in establishing a coalition with the leaders of other international unions to coordinate support. Other Teamster support from Seattle, Boston and Dayton has been welcome. To send contributions or letters of support, contact the Unity Council, 133 First Avenue, Pittsburgh, Pa. 15222. (412) 281-9009.

Phill Kwik of *Labor Notes* contributed to this article.

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1991 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU Convention to Feature Rivera

"The labor movement right now is part of the problem. It's fat. It has more in common with the employers than with the rank and file. That makes you less daring, less hungry, less desirous of fighting the good fight. They start seeing this as a business, not a mission or a cause."

That's Dennis Rivera, elected president of the more than 100,000-member union, 1199, the Drug, Hospital & Health Care Employees Union (the largest health care local in the United States) in April 1989. TDU is proud to welcome him to our 1992 Rank & File Convention as a featured speaker at the Saturday night banquet Oct. 24.

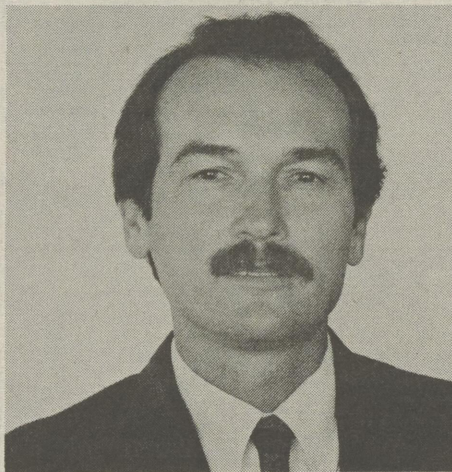
Rivera, 42, began his career as a union organizer in his native Puerto Rico, where he helped build unions of health care workers and municipal employees that still endure. He moved to New York in 1977, where he became an organizer for 1199. Despite having been fired and reassigned several

times for challenging the power of old guard incumbents, he eventually won the presidency.

In addition to his duties as a labor leader, Rivera is also a major leader and spokesperson for the Latino community and an articulate voice for national health care. He has been successful in winning major increases in wages and dramatic breakthroughs in job security for his membership.

During the New York *Daily News* strike of 1990-91, Rivera's union donated \$55,000 into a strike fund for the struggling newspaper employees. Rivera still makes under \$50,000 a

year and links his own raises to whatever percentage he negotiates for the rank and file.



TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:

Ken Paff, Detroit

Trustees:

Jackie Jenkins, Memphis, Tenn., Local 891
Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houston, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:

David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

Index

The New Teamsters Union	p. 3
Freight News	p. 4
Pension, H&W News.....	p. 5
\$100,000 Club	pp. 6-7
Grocery News.....	p. 8
United Parcel News	p. 9
Local Union News	p. 10
Letters	p. 11

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

Copyright © 1992 by Teamsters for a Democratic Union. Contents may be reprinted by labor unions or rank and file organizations for use in the promotion of union democracy. Employers and all others may not use these materials without the specific, written permission of Teamsters for a Democratic Union. If material is used, its source, *TDU Convoy Dispatch*, must be cited.

THE NEW TEAMSTERS UNION

Battle for Reform Heats Up in South

continued from page 1

106,000, and the percentage of TDU and other reform activists is high.

"Our Local 728 here in Atlanta has gone through positive changes since Don Scott and Teamsters for Democracy defeated the Mathis family," said David Garmon, a steward on the dock at the ABF breakbulk. "The members are getting more involved. We're organizing. But we're still getting our butts kicked at the grievance panels. Ron Carey's election hasn't changed that. The old guard's in control of the panels and they're retaliating against our local, even on clear-cut

winners. We've got to have change. That's what our petition's about. And that's what the fall elections are about. Getting more reform-minded Teamsters into these locals."

Elections in Major Locals

Reformers are running for office in a number of major Southern Conference locals this fall—locals whose combined membership is some 25% of the conference total—including: Atlanta Local 528, Atlanta Local 728, Memphis Local 667, Nashville Local 480, Oklahoma City Local 886 and Tampa Local 79.



We'll Be There

Andy Puglise (trustee), Judy Kehoe (Hostess Cakes)
Local 64, Providence, R.I.

I had a grand time last year. The TDU Convention is a great source of information. This year I will bring fellow Local 64 member Judy Kehoe and her husband along to experience this great event. See you in St. Louis!

TeamCare or Politics, R.V.?

Durham Visits Dallas

A.C. Utley
Local 745, CF
Dallas

R.V. Durham held a special meeting at Local 745 in Dallas, Texas, on Aug. 1 to explain changes in the Central States Health and Welfare Fund. The strong turnout indicated the widespread interest in TeamCare, and a desire to question those changes.

Durham, the losing candidate in the recent election for General President, obviously does not realize that the election is over. Suffering from a chronic case of electoral sour grapes, he opened his speech with a deluge of praise for T.C. Stone, our local's president, then proceeded to berate the "current leadership" for its inexperience and incompetence. Durham gave no indication of what they were inexperienced or incompetent at doing. One can only hope that the current leadership is entirely incompetent and inexperienced with a large number of practices that the old guard had so much experience in.

After the political rally portion of

the meeting, Durham did manage to include a few minutes of health care discussion. In this short time he talked about the rising health costs, the increasing greed of the medical profession, and the declining number of people with insurance. Although he did say the former General Executive Board thought they had insurance covered in the National Master Freight Agreement, he failed to explain why such a large oversight could have occurred. Of course, political expediency makes a lot of things possible, especially when you can double the pension plan in an election year.

Being a vocal dissident minority, as recognized in his speech, I reserve the right to hold my own opinions as to Mr. Durham's values. Common sense could tell a fool that this TeamCare plan is ill-conceived. Considering the sound judgment displayed by the members in the recent IBT election, the current Central States trustees would be well advised to consult the membership before making changes in their benefits.

Wins in any of these local unions will obviously benefit the membership of those local unions, but they will have a much broader impact:

- It will make the Southern Conference Convention in June 1993 more than an old guard lovefest; issues may actually be debated as they were at the IBT Convention last year. The Southern Conference Policy Committee is selected every four years at this convention. Each local union sends two delegates, generally the top two officers of the local. The policy committee controls the area grievance committees and, with the Central Conference Policy Committee, the trustees of the Central States Pension and Health and Welfare Fund.
- Key old guard officials now in control of the policy committee are facing tough elections, Jerry Cook in Atlanta Local 528, and Luther Watson (or his flunkies) in Nashville Local 480. A victory for the reformers in Local 528, for example, would cut Cook off from his political base and leave him with nothing but the policy committee chair between this fall and the convention.
- Wins in the Tennessee locals would affect Joint Council 87, now completely dominated by Watson and Don West of Birmingham.
- Wins in the Georgia and Tampa locals would set the stage for elections in other Florida locals next year and begin to change the complexion of the Georgia-Florida Conference,

now just a per-capita-grabber for Joe Morgan Jr.

- And a win in Oklahoma City would set the stage for continued reform momentum in the southwest part of the conference.

"This is like the Alamo for the old guard," explained John Carr, a dockworker at Roadway Express in Nashville. "These elections are important to the rank and file beyond just the individual locals. If the old guard's going to hold onto their absolute control, they can't let this thing begin to unravel. It's our understanding that Luther Watson doesn't want to run, that he wants to retire, but he's under pressure to help hold their 'Brotherhood' together. He can't let Cook and West down."

With the fall elections looming and the summer winding down, so is the petition campaign, which has been successful on many counts. We are approaching our original goal of 10,000 signatures. The petition has been a good tool for activists to educate other members on the old guard's control at the conference level and how it impacts grievances, the TeamCare decision, and our pensions. It has put political pressure on Cook and the old guard prior to the elections. And, added steward Garmon, "We now intend to take the petitions to Brother Carey to show him that the support is there from the members for him to use his powers as General President to help the members democratize and reform our conference."

Court Battle Over Review Board

"The court refused to recognize that the union has new leadership, directly elected by the members in a government supervised election and committed to keeping the union free of corruption," the Teamster statement of Aug. 20 claimed. The statement came in reaction to rules for the Independent Review Board (IRB) that were approved by the federal court in New York. The IRB is a three-person panel that will begin functioning later this year.

It was defined in the consent order signed by William McCarthy and the former leadership of the IBT in settlement of the racketeering lawsuit. The consent order of March 1989 provided most importantly for the one-member-one-vote system for International officers that we now enjoy.

The investigations officer (Charles Carberry) and independent administrator (Judge Frederick Lacey) positions are scheduled to phase out later this year, nine months after the certification of the election. It is then that the IRB is to start functioning as the highest appeal body in the IBT and with the power to investigate wrongdoing and hold hearings. The IRB consists of one person appointed by the Justice Department (Lacey), one appointed by the IBT leadership (Eddie Burke) and a third "middle"

person chosen by those two. Instead, the court appointed the third IRB member, on recommendation by the government, to be William Webster, former head of the FBI and CIA.

Carey objects strongly to the way in which Webster was appointed, and to the fact that Webster is a corporate attorney who is on the Board of Directors of Anheuser-Busch, a major Teamster employer.

Even more, Carey and the new Teamster leadership object to changes in the consent order now made by the court, in the form of rules for the IRB. The rules provide for each IRB member to have his own staff, in addition to the IRB staff, and for removing the cap of \$100,000 on what each IRB member can make per year. The new leadership has accepted the fact that the IRB will exist, but objects to the escalation of powers and spending of union funds.

The General Executive Board has chartered an Ethical Practices Committee, set to begin functioning soon, to work to clean up the union internally. Lacey, however, claimed in federal court that the new Teamsters leadership has done little so far to combat corruption. He also lashed out at Carey for publicizing the fees that Lacey charges to the union—\$385 per hour.

FREIGHT NEWS

EXCEL Is Good for You ... And Elvis Is Jesus

Mark Serafinn
Local 722 steward, CF
Peru, Ill.

Editor's Note: Mark Serafinn has been a leader in revealing CF's EXCEL program for what it is, a tool to divide union members and weaken our union. The CF - 722 Newsletter he edits has provided useful information to the rank

and file since December despite harassment by CF and no support from his union officials.

In May, Brother Serafinn was viciously attacked at the Lincoln, Neb., terminal by the rank and file "chairman" of the Peru EXCEL committee. CF promptly issued the goon and Serafinn warning letters for fighting, despite the

fact that Serafinn did not fight back and that previous initiators of fights (like the goon) had been discharged. In internal union charges against this "brother" and NLRB charges against CF management, Serafinn documented why: "(His attacker) was inches from my face when he told me that Peerman and McGrath (both PEI managers) sent him to do this and that if I did not stop opposing EXCEL, future attacks OK'd by CF management would include broken bones and attacks on my family."

Despite this violent warning and losing work while under a doctor's care, Serafinn kept his humor and wrote one of his best articles on EXCEL (excerpted below) in his July newsletter.

EXCEL, with its half truths, false endorsements, and out-right lies has finally convinced me that this "is the way" of our future. Carefully orchestrated EXCEL meetings and "CF Road Network" tapes have turned my mind to mush and I am ready to accept this program. Repeat a lie long enough and it becomes the truth.

Using CF's ability to compare apples and oranges until they become the same fruit, I plan on showing you that EXCEL is good for you. I also plan to use this same technique to prove that Elvis is really Jesus. I've convinced myself that both are true.

Accept the notion that EXCEL is not aimed at productivity but at job satisfaction for the employees. Somehow this magic word, EXCEL, will make us feel better about working for CF and we should forget about all of CF's past failings toward us.

Jesus said, "Love thy neighbor" (Matthew 22:39). Elvis said, "Don't Be Cruel" (RCA, 1956).

Management and union share the same interests. At EXCEL meetings, management and the rank and file are

continued on page 5

Freight Lines

Yellow Freight Opens Non-Union in Texas.

Yellow Freight Systems opened a non-union intrastate trucking company, Yellow Transportation, on July 20 in Fort Worth, Texas (T.C. Stone's backyard). According to local news sources Yellow spent \$5 million to buy the intrastate authority of the now defunct Jones Truck Lines in September 1991. Yellow Transportation plans to establish a network of terminals and buy equipment completely separate from Yellow Freight's existing operations in Texas. Repeated calls to Yellow's PR department in Kansas City to ask how this plays into the corporation's plans for regional shorthaul operations were not returned.

CF Continues to Pour Money Down Emery Drain.

Most motor carriers reported slight gains in freight volume and profits in the first two quarters of 1992. Consolidated Freightways Inc. reported large improvements over 1991's first quarter results. CF's first quarter operating profit was \$13 million, despite posting a loss of \$16.7 million in the Emery Worldwide division.

1st Quarter '92

	Operating Profits (in millions of dollars)	Operating Ratio	Net Profits (or loss)
ABF	\$12.7	93.7	(\$3)
Carolina	\$00.5	99.6	(\$1.8)
CF	\$15.9	98.2	\$6 mil
Roadway	\$27.4	94.5	\$17.3
Yellow	\$17.2	96.9	(\$2.7)

2nd Quarter '92

	Operating Profits	Operating Ratio	Net Profits (or loss)
ABF	\$11.1	94.7	\$4.4
Carolina	\$1.1	99.2	(\$0.49)
CF	\$11.5	97.8	\$8.5
Roadway	\$18.5	96.2	\$11.4
Yellow	\$13.8	97.5	\$6.6

State Legislators Oppose Freeze on LCVs.

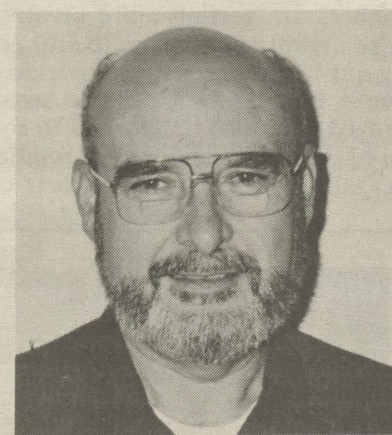
Lawmakers attending the National Conference of State Legislators voted 24-19 to oppose the federal freeze on LCVs included in the 1991 Surface Transportation Act. The state legislators claimed that the authority to make decisions about triples and other longer trucks within state borders rests with them, not the federal government.

Musgrove Pleads Not Guilty in Pilot Case.

Master liquidator Alan Musgrove and two family members pleaded not guilty to charges of conspiracy and fraud in connection with the acquisition of Pilot Freight Carriers of Winston-Salem, N.C., in 1988. The three were indicted on charges that they schemed to defraud employees and creditors of the freight carrier. Pilot shut down shortly after being taken over by Musgrove's U.S. Truck Lines, putting thousands of Teamsters and other employees on the unemployment line.

FHWA Proposes 24-Hour Rest Period.

The Federal Highway Administration proposed a rule change that would allow drivers to reset the hours-of-service clock after a 24-hour off-duty rest period. The proposal was entered in the Aug. 19 Federal Register (available in many libraries). Comments may be submitted to the FHWA by Oct. 5: FHWA docket MC-92-30, Room 4232, HCC-10, Office of Chief Counsel, FHWA, 400 Seventh St. SW, Washington, D.C. 20590.



I'll Be There

Ron Bowman
Local 20, Transpersonnel
Toledo, Ohio

I'm running for Local 20 president. If it wasn't for TDU and what I've learned over the years, I wouldn't be involved in this election. I will take time out from campaigning to attend the TDU Convention because I believe in TDU, and I think it's important that I be there. I am particularly interested in the workshops on preparing for union office.

Mack Pulls One on CF Workers

Is Chuck Mack giving the knife to the men at the soon-to-be-closed Oakland CF barn? These long-time Local 70 Teamsters seem to think so.

Back in 1978, CF began to establish satellite terminals in conjunction with its development of a breakbulk system. The men at Oakland transferred to this terminal with a good setup, a master seniority pool for all of the Local 70 CF barns. This way, if one of the new satellite terminals were to close, the men would be able to return to the existing terminals with full seniority.

When layoffs occurred the workers also had the right to dovetail into other Local 70 CF terminals. This led to many runaround claims being filed and won when hall casuals were used instead of laid-off employees at the other terminals.

In response to CF's complaints about excessive runaround claims, Mack proposed to offer CF relief on the layoff provisions of this master seniority agreement. CF rank and filers approved this relief in 1982. No printed rider was provided to the rank and file at this meeting.

Now Mack claims that the CF rank and file had agreed to end the entire master seniority system in '82. At a recent meeting Mack, backed up by

Western Conference Freight Director George Rohrer, tried to convince the Oakland barn that this is what happened. At the meeting, described as a "kangaroo court" by one of the workers in attendance, Mack produced a letter of understanding signed by himself and the CF labor representative in 1982. This letter, dated five months after the men had agreed to the limited seniority concessions about layoffs, gave away the whole store and was approved by a Joint Area Conference subcommittee the very next day!

If the original agreement guaranteeing master seniority is no longer valid, then the men affected will not only follow some of the work to another barn, but to another local entirely. Many of the long-time Teamsters say they will be forced to take an early retirement because the commute will be too far, but the new location falls well within the mileage limit for company-paid relocation. This means giving up their last few years with good vacations and benefits.

And of course, those moved won't be able to voice their displeasure at the ballot box in the 1992 Local 70 election. Mack has the last laugh because the redomiciled workers will be in another local.

PENSION, H&W NEWS

25-and-Out: Next Step for Central States Fund

A 25-and-Out benefit is the next logical step for the Central States Pension Fund: it's what the members want, and it's possible if only the trustees would make it a priority. The pension fund will say it can't afford it, but the recent past will shed some light on that claim.

Last year, our Central States fund decided it could afford double the 30-and-out it was paying. Two things have happened since then: other benefits increased in the 1991 election year, and pension contributions increased from three major contracts: freight, UPS and carhaul.

It's reasonable to think these changes left the fund about where we were two years ago: able to afford more benefits and edging toward full fund-

ing, with members' main need, a liveable 25-and-out benefit, still ignored. Let's not wait for the next IBT election to get the pensions we deserve.

Will History Repeat Itself?

Central States published a brochure in 1989 telling members that benefits couldn't be raised. In 1990, an independent actuarial report funded by TDU and other rank and file Teamsters showed the benefits could be raised.

A 25-and-out at \$1,000 could be paid with a small increase in contributions. And, the fund could afford to double the 30-and-out benefit to \$2,000 even with no increase in contributions. In April 1991, the fund did double the 30-and-out benefit.

What changed? The fund got an increase in pension contributions through the freight contract. But more important, members had spoken out and made it clear that our pensions are not to be held hostage to a policy of "full funding." In 1990 and '91, the fund reversed itself on the question of seeking full funding. The increase came during the IBT election campaign, with three of the four union trustees being candidates on the R.V. Durham slate.

(Being fully funded means a pension fund has all the money right now that it will need to pay all earned benefits, even if contributions were to be cut off. A large multi-employer

fund like Central States is considered healthy if it is 60% funded; Central States remains about 85% funded.)

Keep Pressure on Old Guard and Employers

When our bargainers meet with UPS next spring, the trustees must let them know what new contributions it will take to get a 25-and-out benefit. Then, the members can keep the pressure on the company to pay that amount, and not accept less.

The old guard trustees who don't like being honest with the members this way should step aside and let the rank and file use our strength to get fair benefits from our employers.

TeamCare Spurs Southern Conference Petition

Central Conference Teamsters Demand Changes in H&W, Too

Teamster members across the Central and Southern states are mad about the Central States Health and Welfare benefit cuts in the form of 'TeamCare.' TeamCare is a preferred provider organization (PPO) imposed in 27 cities. Members who use doctors or hospitals outside the TeamCare network will be charged an extra 10%.

Members are especially hot about the sneak attack on the membership: after planning it for a year, the trustees imposed it without warning the members, with no consultation. In the South, Teamsters are responding by demanding that Jerry Cook (who was defeated overwhelmingly when he ran for International Vice President last

December) resign his Southern Conference positions; members are signing the petition now circulating that is aimed at getting Cook out.

Central Conference Teamsters are also hopping mad about the way TeamCare was imposed. Even a number of local union officers have expressed outrage, and are worried about the heat they are taking from the membership on it.

Some locals are requesting that a trustee or spokesperson from the fund come in to explain the program and answer questions, face to face. If you want help organizing to get your local to request a meeting this fall, contact your TDU organizer.

EXCEL Is Good for You

continued from page 4

on equal footing. Those hundreds and hundreds of warning letters that are sent to our members as soon as these EXCEL sessions are over are really love letters and fan mail.

Jesus is a Capricorn (Dec. 25). Elvis is a Capricorn (Jan. 8).

CF needs EXCEL to be competitive in the future. Never mind that CF wants us to compete with our own scab outfits. Never mind that CF is diverting high paying freight from CF Motor Freight to these scab outfits to show this "need" on paper. And never mind that CF Motor Freight, the union carrier, always shows a profit in spite of all of the blood-letting for the scab companies. With EXCEL we can rise above being one of the most successful trucking companies in the world to ... to what? That's never explained. We are already the best in spite of EXCEL and in spite of CF's poor quality management.

Jesus was resurrected. Elvis had a famous comeback special in 1968.

EXCEL uses your natural inclination to be part of a "Team." Humans are a social animal and to be part of a club, organization, community, etc., is what we do. Remember that you are already part of one of the greatest teams that there is, "The New Teamsters."

Jesus' entourage, the Apostles, had 12 members. Elvis' entourage, the Memphis Mafia, had 12 members. Jesus was part of a Trinity. Elvis' first band was a trio.

CF teaches the EXCEL members to scorn anyone that opposes this QWL

program. Free thought and free speech have no place in CF's plans.

"Then took they up stones to cast at (Jesus)" (John 8:59). Elvis was often stoned.

In conclusion, this article should clear up any misunderstanding you may have had about EXCEL. EXCEL is good for you and Elvis is Jesus.

Doubting Thomases. ... "Suspicious Minds."



I'll Be There

Gail Clark
Local 745, Roadway
Dallas

I'm really looking forward to the TDU Convention in St. Louis. Learning everything I can about my rights as a Teamster, learning how to reform our local, and meeting with other freight Teamsters are just some of the reasons I'll be there. Bringing democratic principles to the rank and file at the local level here in Texas is the ultimate goal. We won at the top. Now we must win reforms in the locals, joint councils and conferences.

NATIONAL FREIGHT MEETINGS

TDU Rank & File Convention

Oct. 23-25 • St. Louis

See back page to register

Virginia Teamsters Lose H&W Suit

Teamsters in the Virginia Joint Council 83 Health and Welfare Fund were told by the court that their trustees acted legally when they slashed benefits in December 1990. Members had filed suit because they said the trustees had failed in their fiduciary duty by not implementing cost-cutting steps earlier, before such drastic cuts were needed.

Among other cuts, a new \$750 hospital deductible was added (there was no hospital deductible before), and the major medical deductible was increased from \$100 to \$500 per year

for an individual. U.S. District Judge Richard Williams ruled in July that the trustees had acted reasonably given escalating health care costs and the advice they had received from fund consultants.

Under pressure from members, and with the drastic benefit cuts saving the fund money, trustees restored some of the benefits in May 1991. Members who filed the suit have not yet decided whether to file an appeal. But they say they think the judge's decision is unjustified, and they remain dissatisfied with current health benefits.

Sansone Steps Down

Ray Cash Is New Central States Trustee

The Central Conference of Teamsters has replaced Robert Sansone as a union trustee of the Central States Pension and Health and Welfare Funds. The new trustee is Ray Cash, president of Local 651 in Lexington, Ky. Cash is also vice president of the Kentucky-West Virginia Conference, and secretary-treasurer of Joint Council 94 (Kentucky.)

Sansone was found guilty by independent administrator Frederick Lacey of allowing mob influence in his local. Lacey ordered Sansone

removed from union offices. He is appealing that removal.

Two other union trustees, Harold Leu and Marion Winstead, are still holding that position in spite of retiring from union office with multiple pensions. The fourth, R. Jerry Cook, is currently the target of a petition in the Southern Conference demanding that he get out of the way of reforms. The Central States trustees are appointed by the two conference policy committees, controlled by the old guard.

\$100,000 Club Grows in '91 but Reforms Take Hold

continued from page 1

were chosen at the IBT Convention in Orlando, and not subject to rank and file vote; Canadian VP Louis LaCroix was uncontested). Seven others are still retained on the International payroll.

So the list for 1992 will look considerably different from this one, with a lot of deadwood and multiple salaries pruned off the top.

Multiple Salaries Remain in Affiliates

Carey and the new Teamster leadership have eliminated almost all the multiple salaries paid by the International, and Carey has pledged to phase out the remaining few. However, numerous multiple salaries are still paid by other affiliates of our union, still controlled by the old guard. Keep in mind that the International gets only \$3.90 per month per member of dues. Thus if a member pays \$30 a month, for example, only 13% of the dues goes to the International.

Mike Riley is a good example. He lost the election for International VP to Ken Mee and Tom Shay, and is paid zero by the International. But he makes more money than the General President, by puffing up his Western Conference salary. He also pulls down salaries from Local 986 and Southern California Joint Council 42. Riley did not return our phone calls to comment, but stated several months ago (after we reported his salaries) that he would lower the total down under \$250,000 by eliminating his local salary.

R.V. Durham claimed at the IBT Convention that his motion, which passed, put a cap on such excesses, but it contained a loophole for anyone (like Riley) not on the International payroll.

Multiple salaries were not outlawed in our IBT Constitution at the International Convention in Orlando in June 1991. A motion was put forward to do this, with the backing of TDU and other reform delegates. But the majority of the delegates were backing the old guard and shot it down.

Speaking on the issue, delegate Ron Carey stated, "... the bloated salaries, the multiple salaries, that money could be taken and put into organizing programs."

Delegate Ronnie Martin of Nashville Local 480 continued, "Our union officials today are playing mind games with the membership. They're telling

continued on page 10

The Teamster Rank & File Education and Legal Defense Foundation (TRF) is publishing a short pamphlet on this material, titled "Teamster Officers' Salaries and the IBT Election." It will be available soon. LM-2 financial reports on Teamster local unions are available from TDU. Free to TDU members, others please include a donation.

	Name	City	Salary	Total Comp.	Affiliates	Name	City	
R	Arnie Weinmeister	Seattle	\$553,721	598,058	Intl., WC, JC 28, L 117	D	William Genoese Sr.	New York
DC	Daniel Ligurotis	Chicago	349,573	375,415	Intl., JC 25, L 705	T	Joseph W. Morgan Jr.	Auburn
R	William McCarthy ¹	Boston	293,521	336,003	Intl., L 25		Peter Agliata	Chicago
D	Michael Riley	Los Angeles	291,307	314,149	Intl., WC, JC 42, L 986		Robert Meidel	Chicago
	William Joyce	Chicago	260,658	265,667	L 710	L	Leroy Nunes ¹	Oakland
DT	William Hogan Jr.	Chicago	237,948	255,386	Intl., JC 25, L 714		John Hartigan	Washington
	Robert Simpson Jr.	Chicago	218,385	254,164	Intl., L 743	D	Larry Brennan	Detroit
DT	R. Jerry Cook	Atlanta	226,511	245,672	Intl., SC, L 528		Robert Barnes	Waukegan
	Dennis Silverman	New York	199,614	243,607	L 810		Anthony Razzo	New York
R	Weldon Mathis	Washington, D.C.	215,513	237,114	Intl.		Tony Cannestro	Miami
	John Kelehan	Chicago	224,849	230,889	L 710		William Ferchak	New York
D	Jack Cox	Los Angeles	197,268	225,662	Intl., L 572		Anthony Rumore	New York
	Carl Lindeman	Los Angeles	208,200	217,915	L 396	T	Sherman Brown	Washington
C	Paul Hanoian	Providence, R.I.	191,028	216,447	L 64		Terrence Moloznik	Washington
	Joseph Bernstein	Chicago	200,453	213,798	JC 25, L 781		Michael Ward	Los Angeles
T	Anthony Lock	Seattle	176,750	209,151	Intl., WC		Joseph Tramontana	Mountain View
C	Bernard Adelstein	New York	195,964	208,763	JC 16, L 813, L 1034		Donald Heim	Chicago
	Ben Leal	San Francisco	181,450	206,998	Intl., WC, JC 7, L 856	T	Anthony Mathis	Washington
T	Jack Yager	Chicago	187,852	202,305	Intl., CC		Gary Witten	Washington
DTL	Robert Sasso	New York	184,698	196,487	Intl., JC 16, L 282		Allen Stanford	Dallas
T	Luther Watson	Nashville	181,617	196,225	Intl., SC, JC 87, L 480	C	Harold Wolchok	New York
DT	Barry Feinstein ^{1,2}	New York	188,590	194,557	Intl., EC, JC 16, L 237		Daniel Mariano Jr.	Mountain View
	Joseph L. Bernstein	Chicago	172,696	192,673	L 781		Richard Lyter	Washington
D	Walter Shea	Washington, D.C.	166,004	187,479	Intl., EC		Norman Hug	Louisville
R	Mitchel Ledet	New Orleans	168,043	187,449	Intl., SC, L 270		James McCall	Washington
T	Joseph Ballew	Seattle	171,380	185,478	Intl., WC		Jack Powers	Stratford
	Robert Bernstein	Chicago	177,739	184,427	L 781	T	Robert Flynn	Washington
T	Harold Yates	St. Paul, Minn.	171,136	181,810	Intl., CC, JC 32, L 120		John Braden	Mountain View
R	George Rohrer	Burlingham, Calif.	131,549	177,391	Intl., WC		John Williams	Seattle
D	T.C. Stone	Dallas	137,570	173,463	Texas Conf., JC 80, L 745		Richard Bell	Washington
	Marvin Griswold	Los Angeles	146,587	172,875	Intl., JC 42, L 2707	D	Victor Olivadoti	Utica
DL	Robert Sansone ¹	St. Louis	136,329	171,752	Intl., CC, Mo.-Kan., JC 13, L 682	T	Thomas High	Los Angeles
L	James Coli	Chicago	167,214	171,486	L 727		Jack Slama	Anchorage
	James Farrington	Washington, D.C.	86,294	171,198	Intl.		Glenn Jones	Washington
	Louis LaCroix ³	Montreal	160,545	170,520	Intl.		William Evans	Washington
	Frank Wsol	Chicago	165,343	170,139	CC, L 710		Felix DelGiudice	New York
	James Hogan	Chicago	154,820	168,591	L 714		Raymond Hamilton	Chicago
T	Al Barlow	Washington, D.C.	147,576	168,569	Intl., EC		Steven Silverman	New York
T	Charles Thompson	Oklahoma City	143,853	166,902	Intl., SC, Ark.-Okla. Conf., L 886		Karl Ullman	Los Angeles
R	Donald Sawochka	Gary, Ind.	153,258	166,223	Intl., CC, JC 25, L 142		Charles Gauwitz	Peoria
T	Jerry McCown	Amarillo, Texas	138,148	166,157	Intl., SC, Texas Conf., L 577		Anthony Buonpane	New York
D	Frank Hackett ¹	Boston	134,973	164,229	Intl., L 25		Kenneth Hester	Chicago
T	Duke Zeller	Washington, D.C.	144,572	163,680	Intl.		David Sweeney	Washington
DT	Walt Engelbert	Salem, Ore.	149,881	163,645	Intl., JC 37, L 670		Joseph Bennetta	Bridgeton
L	Joseph Trerotola	New York	135,840	163,507	Intl., EC, JC 16	D	Dan Darrow	Akron
	John Lendvai	San Francisco	98,355	162,841	Intl., WC		Donald Fitzsimmons	Washington
D	Don West	Birmingham, Ala.	142,743	160,250	Intl., L 612		Gary Atwood	Anchorage
	Michael Coli	Chicago	157,832	160,238	L 727		Hugh Corcoran	Chicago
R	John Blake	Burlingame, Calif.	130,536	158,983	Intl., WC	L	George Vitale	Detroit
	Joseph Pecora Jr.	Mountainside, N.J.	147,550	155,904	JC 73, L 863		Gaston Poisson ³	Montreal
T	Everett Moody	Canton, Ohio	117,151	155,233	Intl., Ohio Conference		Sydney Chism	Memphis
	Leo Reed	Hollywood, Calif.	139,550	152,988	L 399		Danny Johnson	Kansas
	M. Yanez	Los Angeles	150,583	152,583	L 396		Tyson Johnson	Dallas
	Max G. Sanchez	New York	119,704	152,061	L 810		Alex Ybarrolaza	Oakland
	Chuck Roberts	Los Angeles	134,659	151,559	WC, L 896	L	Theodore Cozza ¹	Pittsburgh
C	John Burke Jr.	New York	126,811	151,270	L 868, L 917, JC 16		Lester Singer	Toledo
T	Raymond Fularczyk	Chicago	140,226	150,660	Intl., CC		R. Frankowski	Los Angeles
D	R.V. Durham	Kernersville, N.C.	132,633	150,492	Intl., L 391		John Morris	Philadelphia
	Ernest Tusino	Worcester, Mass.	127,976	149,228	Intl., L 170		Lon Fields Sr.	Louisville
	M. Adelstein	New York	130,754	148,877	L 813, L 1034		Anthony Farino	New York
	Charles Rogers	Dallas	116,000	148,709	JC 80, L 745		Michael Kline	Dallas
	Edward Brereton	New Haven, Conn.	115,275	147,089	L 443, JC 64	T	Alfred Singelais	Boston
	Daniel Zenga ^{1,4}	Malden, Mass.	125,090	146,537	L 841, L 402 Production	L	Michael Carbone	New York
	Billy Patrick	Little Rock, Ark.	127,772	146,287	SC, Ark.-Okla. Conf., L 878		Charles Spond	Louisville
	Robert DeRusha	Boston	128,146	145,447	Intl., JC 10	D	Harold Leu	Toledo
L	Robert Crapanzano	New York	136,344	144,569	L 27		Angelo Chieppo	New York
	A. Adelstein	New York	127,679	144,488	L 813, L 1034		Gerald Yontek	Cleveland
DT	Norbert Miller	Modesto, Calif.	135,291	144,402	Intl., WC, JC 38, L 386		Thomas Kellerhuis	Washington
	Richard Hammond	Houston	90,200	144,315	Texas Conf., JC 58, L 988		John Cooney	St. Louis
	David Laughton	Manchester, N.H.	119,179	142,696	Intl., JC 10, L 633	T	John Stensney	Washington
	Lou Richard	Washington, D.C.	80,107	142,046	Intl.		Joseph Padellaro	Andover
DT	Chuck Mack	Oakland, Calif.	114,296	141,635	Intl., WC, JC 7, L 70		Joe Campbell	Los Angeles
	James Casey	Washington, D.C.	131,246	141,182	Intl.		Bruce Mohn	Washington
T	W.F. Campbell Jr.	Washington, D.C.	125,946	140,169	Intl., EC	L	Patrick Crapanzano	New York
T	Robert Kavalec	Cleveland	123,371	140,143	Intl., JC 41, L 507		T. Rosano	New York
T	Robert Pavolka	Tacoma, Wash.	122,826	138,777	Intl., WC, JC 28, L 599		Bill Baker	Dallas
T	Robert Holmes Jr.	Detroit	118,548	138,151	Intl., L 337		James Schoessling	Washington
	Doc James	Gary, Ind.	119,297	137,153	Intl., L 142		Nolen LeBlanc	New York
T	Gary Dixon	Burlingame, Calif.	105,663	136,793	Intl., WC		Vince Aloise	Martin
	Joseph Purcell	Hillside, N.J.	87,818	136,115	JC 73, L 177		L. DiDio	New York

	City	Salary	Total Comp.	Affiliates	Name	City	Salary	Total Comp.	Affiliates
Gr.	New York	100,672	134,861	L 732	Jim Barlow	Dallas	84,100	107,695	L 745
n Jr.	Auburndale, Fla.	111,906	134,319	Intl., SC, Ga.-Fla. Conf.	Charles Teas	Columbus, Ohio	91,061	105,372	L 413
	Chicago	129,800	133,529	L 738	Thomas Dettloff	Washington, D.C.	104,473	106,766	Intl.
	Chicago	107,850	133,421	JC 25, L 734	Val Fiorillo	Mountainside, N.J.	94,600	105,915	L 863
	Oakland, Calif.	102,957	133,104	Intl., L 291	Michael Bourgal	New York	92,581	105,652	L 282
	Washington, D.C.	86,165	131,527	Intl.	Carl Gentile	Worcester, Mass.	87,260	105,564	L 170
	Detroit	114,513	131,127	CC, JC 43, L 337	Ronald Strzelecki	Milwaukee	95,086	105,012	CC, L 344
	Waukegan, Ill.	123,395	131,124	JC 25, L 301	Sam Canino	Chicago	101,478	104,369	L 705
	New York	112,000	129,514	L 851	Angelo DeAngelis	New York	89,393	104,253	L 875
	Miami	120,370	129,435	Ga.-Fla. Conf., L 769	R. Petersen	Hollywood, Calif.	91,008	103,642	L 399
	New York	113,143	128,726	L 2727, L 732, L 295, Intl.	D Vicki Saporta	Washington, D.C.	92,841	103,038	Intl.
	New York	125,000	128,595	L 812	Ralph Massey	Chicago	99,300	103,034	L 738
	Washington, D.C.	95,383	128,493	Intl., CC	Clara Day	Chicago	93,149	103,012	L 743
	Washington, D.C.	123,822	128,087	Intl.	T Kenneth Howell	Washington, D.C.	89,740	103,005	Intl.
	Los Angeles	103,351	127,901	WC	Sam Matyas	Chicago	93,152	102,804	L 743
na	Mountainside, N.J.	119,550	127,365	L 863	Bill Bounds	Danville, Ill.	81,592	102,775	L 26
	Chicago	120,945	127,038	L 705	Norman Weintraub	Washington, D.C.	94,218	102,673	Intl.
	Washington, D.C.	86,294	126,396	Intl.	James Petrucci	Cleveland	94,750	102,392	L 293, JC 41
	Washington, D.C.	122,635	125,510	Intl.	Jim Santangelo	Los Angeles	91,884	102,303	L 848, JC 42
	Dallas	95,700	125,341	L 745	Vincent Trerotola ²	New York	101,603	102,132	EC, JC 16
	New York	107,614	125,219	L 868, L 917	Edward Silvera	New York	83,560	101,833	L 282
	Mountainside, N.J.	113,600	124,761	L 863	Ray Cash	Lexington, Ky.	82,954	101,828	CC, Ky.-W. Va. Conf. JC 94, L 651
	Washington, D.C.	86,294	124,731	Intl.	Jerome Schmidt	Washington, D.C.	79,977	101,611	Intl.
	Louisville, Ky.	100,738	124,304	Ky.-W. Va. Conf., JC 94, L 89	Perley Rossignol	Waterbury, Conn.	84,800	101,390	L 677, JC 64
	Washington, D.C.	119,449	124,299	Intl.	D John Neal	Indianapolis	90,090	101,267	CC, L 135
	Stratford, Conn.	76,098	123,698	JC 64, L 1150	Adam Heinz	New York	95,200	101,236	L 851
	Washington, D.C.	114,756	123,666	Intl.	Thomas Auld	New York	76,024	101,076	L 810
	Mountainside, NJ	113,600	123,464	L 863	Anthony Bellemare ^{1,4}	Danvers, Mass.	94,450	101,030	L 841, L 402 Production
	Seattle	113,505	123,131	WC, L 117	T Joseph Konowe	New York	80,850	100,262	Intl., JC 16, L 732
	Washington, D.C.	117,134	123,027	Intl.					
	Utica, N.Y.	121,532	121,532	JC 18, L 182					
	Los Angeles	79,847	121,318	Intl.					
	Anchorage	105,000	121,262	L 959					
	Washington, D.C.	86,294	121,004	Intl.					
	Washington, D.C.	86,295	120,982	Intl.					
	New Haven, Conn.	102,315	120,062	JC 64, L 443					
	Chicago	107,750	119,850	L 743					
	New York	100,775	119,793	L 810					
	Los Angeles	105,395	119,302	WC, JC 42, L 495					
	Peoria, Ill.	106,937	119,214	JC 65, L 627					
e	New Haven, Conn.	95,453	118,472	L 443					
	Chicago	108,921	118,427	L 743					
	Washington, D.C.	101,532	118,021	Intl.					
	Bridgeport, Conn.	103,050	117,174	L 191					
	Akron, Ohio	106,861	117,174	CC, JC 41, L 348					
ns	Washington, D.C.	86,294	116,651	Intl.					
	Anchorage	96,582	116,559	L 959					
	Chicago	113,367	116,259	L 710					
	Detroit	104,751	116,182	Intl., CC, JC 43, L 283					
	Montreal	86,539	116,134	Intl.					
	Memphis	87,141	115,716	SC, JC 87, L 1196					
	Kansas City, Mo.	101,148	115,583	Mo.-Kan. Conf., JC 56, L 41					
	Dallas	84,100	115,425	L 745					
	Oakland, Calif.	77,540	115,080	JC 7, L 70					
	Pittsburgh	107,460	114,522	Intl., EC, L 211					
	Toledo, Ohio	94,439	114,439	Ohio Conf., JC 44, L 20					
	Los Angeles	110,305	113,815	L 986					
	Philadelphia	96,858	113,236	EC, JC 53, L 115					
	Louisville, Ky.	103,961	113,182	L 89, CC					
	New York	89,600	112,957	L 851					
	Dallas	84,100	112,818	L 745					
	Boston	96,460	112,639	Intl., L 25					
	New York	103,070	112,113	L 282					
	Louisville, Ky.	96,438	112,054	Ky.-W. Va. Conf., JC 94, L 89					
	Toledo, Ohio	99,123	111,543	Ohio Conf., JC 44, L 20					
	New Haven, Conn.	96,173	111,213	L 443					
	Cleveland	105,700	110,683	L 507, L 19 Bakery					
	Washington, D.C.	99,988	110,546	Intl.					
	St. Louis	94,139	110,495	JC 13, L 688					
	Washington, D.C.	88,570	109,761	Intl.					
	Andover, Mass.	101,575	109,468	L 686					
	Los Angeles	100,887	109,421	L 598					
	Washington, D.C.	86,294	109,303	Intl.					
	New York	95,080	108,720	L 27					
	New York	104,000	108,654	L 812					
	Dallas	82,650	108,647	L 745					
	Washington, D.C.	86,294	108,248	Intl.					
	New Orleans	98,600	108,218	L 270					
	Martinez, Calif.	87,305	108,213	WC, JC 7, L 315					
	New York	104,000	108,122	L 812					

FOOTNOTES:

1. Compensation based in part on 1990 LM-2 reports. 1991 figures unavailable.

2. Vincent Trerotola heads public workers locals 72 and 858; compensation listed does not include either of these two additional salaries. Feinstein heads public workers Local 237; compensation listed includes an estimated \$120,000 in salary in that unit. These locals are not required to file LM-2 reports and choose to keep their salaries secret from their members.

3. Compensation listed for Lacroix and Poisson in U.S. dollars and reflects only money received from the International union. Canadian affiliates do not file financial reports. Compensation for the above officers is actually higher, and other Canadian officials would appear on this list if the information were available.

4. Zenga and Bellemare control Teamsters Local 841 and Novelty and Production Workers Local 402, with offices in Zenga's home. LM-2 report for Novelty Local 402 based on September 1989 to August 1990 filing period.

L indicates removed from office by Judge Lacey, or

signed a settlement after being charged and left office.

T indicates terminated from the International union payroll.

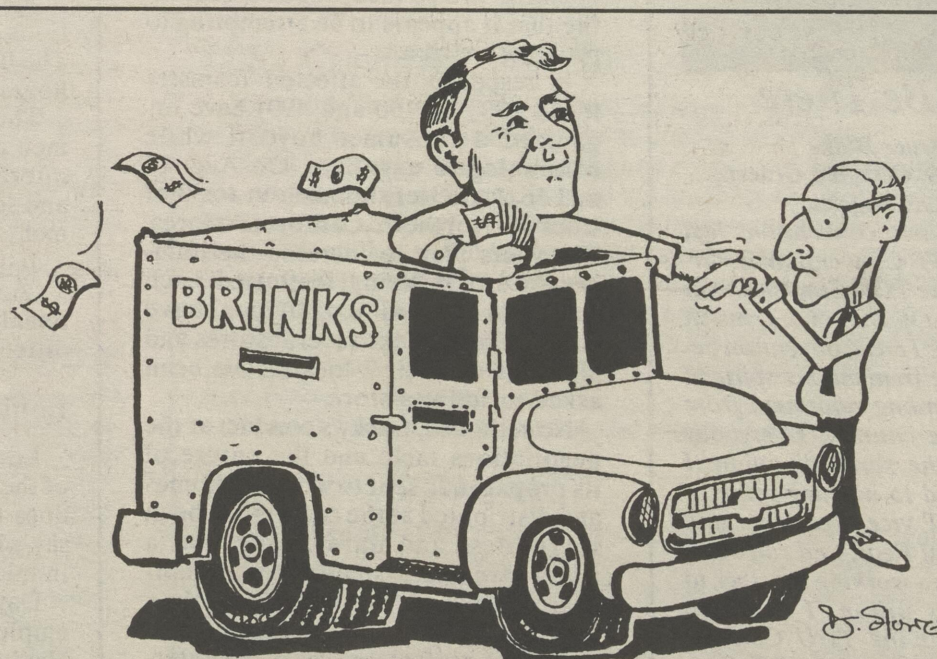
D indicates defeated for International union office in the rank and file vote of December 1991.

C indicates charged with wrong doing by Charles Carberry and awaits a decision from Judge Lacey in the matter.

R indicates retired from the International union, or declined to run as an incumbent for International office.

KEY: Intl. = International union, EC = Eastern Conference, CC = Central Conference, SC = Southern Conference, WC = Western Conference, JC = Joint Council.

NOTE: All data compiled by Teamster Rank & File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. Total compensation includes salaries, bonuses and expenses from affiliates, but does not reflect other income such as multiple pension funds, severance funds, private jets, luxury cars, etc.



R.V. Durham's so-called salary cap adopted at the International Convention last year does not ban multiple salaries or cap the salaries of officials who do not receive a salary from the International.

Rank and File Build Unity at Kroger

Business as Usual at Local 528 Hall

Kenneth E. Hilbisch
Local 528 steward, Kroger
Atlanta

Kroger's contract with the Teamsters in Atlanta will expire Sept. 26 and the rank and file's expectations are high. But Local 528 President Jerry Cook and business agent Don Skinner have refused demands for an elected negotiating committee. Members are concerned if we are in for the same company-union tactics our union brothers and sisters in Nashville had to contend with early in their negotiations.

The Atlanta members initially picked a proposals committee of about 25. Then this committee picked eight people out of the larger group to put together final proposals. Skinner promised he would present the final

proposals to the membership before they went to the company. But on Aug. 3 and 4 some of us were contacted by Skinner and told the "negotiating committee," which he'd hand picked, would meet with Kroger on Aug. 6. I warned him that this would cause a big problem over his broken promise. Skinner replied, "They don't need to know everything we're going after because we aren't going to get it anyway, and it would just get their hopes up."

The members were in an uproar when they discovered they'd been lied to again. On the morning of Aug. 6 a group of members met outside the hotel where negotiations were to take place. We had signs calling for democracy, "We Want Our Vote," and "Resign Skinner." When Skinner showed up, he tried to ignore the

protest, but that was impossible. Skinner stated he would do what he wanted, and after several heated exchanges, went inside. Two of our members, warehouse steward Larry Hill and Dave Leffers, drove to the union hall and presented Cook with a petition signed by about 300 members asking for an elected negotiating committee. Cook refused. In negotiations, Cook's opening statement mentioned the demonstration and blamed it on Kroger "for hiring those types of employees." This is what he thinks of good union members who are tired of being mistreated.

The next week a union notice was posted for a meeting Aug. 15 to finally read the proposals. The meeting drew 150 to 200 members and as it started steward Hill confronted Skinner about lying to the members. The majority of the members were behind Larry. But Skinner would not give the workers a copy of their own proposals. He would not read the company proposals. And he would not allow the committee to pass this information to the members, though such a motion was made and seconded. Skinner arrogantly continued to claim he would do as he pleased and if we didn't like it, we should try to replace him. We will.

We've been shafted the past several contracts, but with some newer and stronger stewards, Cook, Skinner and



Kroger have their hands full. When the disgruntled members walked out of the union hall, they were greeted by some members of the Rowlett-Hilbisch Membership Slate—Gary Rowlett, Morris (Chip) Simpkins, and Darrell Emily—who are running against Cook's crew. We all talked at length with the members and told them they are not alone, these problems plague all Local 528 members. Our leaders have forgotten who they work for.

Our slate will put democracy back in Local 528 and work with Ron Carey and neighboring Local 728. Elected stewards and negotiating committees, keeping the membership informed, and reforming our local bylaws are just a few of the changes we look forward to making. To accomplish this goal we need the members to exercise their right to vote.

Lucky Goes for the Throat

Lucky Stores, having just been found guilty in federal court of widespread discrimination against its women employees, is now trying to rape more than 1,000 Northern California Teamsters.

Lucky is a highly profitable grocery chain, especially after having been purchased by American Stores. It has absolutely no problem paying its corporate CEO \$1.5 million a year. Yet it is demanding massive concessions from its Teamster employees.

Teamsters at Lucky have been working without a contract since May 1. They rejected the company's first con-

cessionary offer by a 690 to 11 vote only to be presented with another "last, best, final offer" that is dramatically inferior to the first, and downright insulting.

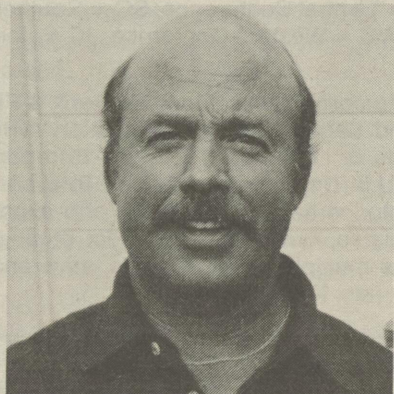
This is an offer for a five-year contract. It demands a wage freeze for the first year and grants 40 cents an hour each year after that. But even this paltry increase would be more than offset by a massive array of concessionary demands. In addition to demanding co-payments on pension and health and welfare benefits, Lucky wants to eliminate the following: Sunday premiums, three holidays per year, wash-up and hook-up time, night premium and paid lunch.

Bad enough? Not for Lucky. It also is asking for parity with any arbitration decisions that result from the SDMI (Safeway) settlement. Since all of the issues to be arbitrated are employer takeaways, these too would result in givebacks.

Lucky has already notified its workers that it is prepared to take a strike in order to gain these concessions. Indeed, the breadth of its demands are so insulting and degrading that it appears to be attempting to provoke a strike.

In response, the affected Teamster locals (70, 78, 150 and 490) have organized a consumer boycott while continuing to negotiate. On Aug. 15 and 16, leafletters fanned out to 33 of Lucky's Northern California stores. Teamsters plan to increase the number of stores being leafletted each weekend. SDMI employees have volunteered to take several stores and all Joint Council 7 locals have been asked to adopt-a-store.

Nonetheless, Lucky's conduct at the negotiations table and the nature of its propaganda sent to workers' homes and distributed at the centers has been so ruthless and unrelenting that a major struggle is shaping up. A half-hearted boycott won't do it. Only a full-scale corporate campaign backed up with the full resources of the international union and a credible strike threat is likely to deter Lucky at this point.



I'll Be There

Bruce Blake
Local 848, Certified Grocers
Los Angeles

I went to two conventions last year: the IBT Convention in Orlando and the TDU Convention in St. Louis. Of the two I much preferred the TDU Convention because of the tremendous spirit of solidarity among reformers from all over the country. Everybody pulling in the same direction. I look forward to meeting some of the new IBT vice presidents and International Reps, and rank and filers who are working together to rebuild this union. I also appreciate that the TDU Convention, unlike last year's IBT Convention, is always held in union facilities. See you in St. Louis!

Grocery Bag

Lucky Guilty of Sex Discrimination.

A federal judge found Lucky Stores guilty of discrimination against as many as 10,000 women employed in Northern California supermarkets over the past eight years. Plaintiffs in the 4-year-old class action lawsuit are asking for nearly \$30 million in damages and back pay for discrimination dating to 1984. A trial to determine the penalty has been scheduled for Sept. 14.

Judge Marilyn Hall Patel said, "Sex discrimination was the standard operating procedure at Lucky with respect to placement, promotion, movement to full-time positions and allocation of additional hours."

A consent decree will provide training programs and bidding for promotions and set goals for increasing the number of women in management. The decree will also set out procedures for assigning jobs, allocating work hours and promoting employees to full-time positions.

Throughout the 10-week trial, Lucky contended that imbalances between men and women in the workforce "were the results of differences in job interests." The company even offered a survey to show the court that male and female employees preferred different assignments to specific departments within the stores, and that women sought daytime employment.

Judge Patel called the store's argument "unpersuasive."

"An employer cannot justify the disparate treatment of its male and female employees simply by claiming that the employees wish to be treated differently," the judge said.

Louisville Kroger Workers Vote No.

Local 89 Kroger Teamsters voted by a 4-1 margin against the reopening of their local contract. The voting took place at the end of July. The contract does not expire until March 1994. Business agent Glen Tones would not say what items were up for negotiation or what the union intended to win in midterm contract negotiations.

Days before the vote was to take place, Kroger held a cookout for its employees, which it claimed had nothing to do with the contract vote. Having failed in its attempt to coax the Local 89 members into reopening their contract, Kroger management is now trying to do it through increased harassment.

UNITED PARCEL SERVICE

Dignity & Justice Campaign Revisited

J. Anthony Smith
Local 639 steward, UPS
Washington, D.C.

Six years ago TDU launched a contract campaign at UPS that we called Dignity & Justice. UPS activists in TDU felt this best described what our campaign would be about. Now on the threshold of the third contract since then, we find we are still waging the same battle.

Consider where we stand on basic issues and I think you'll agree we're no better off than we were in 1987—or 1982, for that matter: the grievance machinery, production harassment, 25-and-out pensions, health insurance, multi-tiered wage scales, starting wages for part-timers, the Air Operation, subcontracting, railing. And this is the treatment we get from a corporation that over the last decade has seen super net profits, massive air and overseas expansion, and little debt! Who played the major role in that success? We Teamsters did, with our sweat, aching backs and bad knees!

During the 1990 contract campaign we raised the expectations of the membership and made it known to management and the Teamster leader-

ship that we were ready to do battle. UPS with its back to the wall showed its desperation: barbecues, beer and pizza, flooding the work floor with every available manager and supervisor, and widespread unfair labor practices. While rank and file UPSers tried our best to battle the corporation, our Teamster leadership, promising the grand fight, went into hiding.

The old go-along, get-along IBT leadership is gone by virtue of last December's elections. Replacing them are the Carey administration, with new ideas and a willingness to fight for the members, as evidenced by the recent carhaul and Coca Cola campaigns.

Mario Perrucci, Carey's director of the Parcel and Small Package Trade Division, has been building toward this contract. Throughout his campaign for office, Perrucci spoke vehemently about the need to take the whip out of management's hands. He is now putting into motion the first steps in his campaign. Perrucci has announced to local unions that the International is willing to sponsor meetings with all UPS stewards "to communicate with our members so they may become more involved." Follow-

ing those meetings a union contract survey will be sent to the full UPS membership. Expect regular bulletins, worksite actions, and community involvement, as in the carhaul campaign.

Though we are in a good position, we may not relax and wait for the gold from heaven to spill over us. We must back our leadership by showing UPS that we are ready to fight even if it means striking. Otherwise, our leaders will be negotiating from a position of weakness and we will remain Road Pizza under the wheels of the Big Brown machine. And, sad to say, we must be prepared to organize around some local union officials who will do everything they can to subvert this campaign to embarrass Carey.

Save your money, brothers and sisters.



CONTRACT WATCHDOG

No Thanks to UPS's Employee Survey

Gaylord Phillips
Local 386 steward, UPS
Modesto, Calif.

I'm sure by now most UPSers have seen the posters harping management's new "Computerized Employee Opinion Survey." We've been subjected to this before, in 1983, 1988 and just last year. So what's the significance of this new computerized version of the same old song?

Here's what I think. Management knows this is going to be a rough and tumble contract year. They know the

New Teamsters won't sit by while UPS scares us into a bad deal. They've already spent thousands on their "Delivering the Future" campaign. Now they want OUR help in determining THEIR strategy to beat us. I don't know about you, but I don't really want to be a part of any maneuvering by management to keep me from a fair contract. I have just two words for their Computerized Employee Opinion Survey ... NO THANKS. And two more for my fellow UPS workers ... BE PREPARED.

GET READY FOR '93 CONTRACT!

ATTEND NATIONAL UPS MEETINGS
TDU Rank & File Convention
St. Louis, Oct. 23-25

See back page for registration, or contact the TDU office in Detroit.

UPS & Downs

IBT Prepares for Contract.

Teamster UPS Director Mario Perrucci in August sent a TITAN message to all local unions with UPS members, and all joint councils, to begin to set up meetings for all UPS stewards in September-October. The plan is to brief all stewards on the upcoming contract situation, and on a membership contract survey that will go out to all members. The message notes the need to "communicate with our members so they may become more involved" in the contract process. It also says that International Reps will be available to attend the meetings and talk with stewards.

Contract Language Most Important.

I am a UPS feeder driver and my concern for the future is the beating we have taken in contractual language in the old-guard negotiated contracts. It doesn't matter what my hourly wage is if a broker is doing my work while I sit at home. Thanks, TDU, for your hard work.

—Richard Strauss, Milwaukee Local 344

Members Want Some Transfer Rights in '93.

An issue that is constantly discussed by drivers throughout the country is the transferring or relocating of their jobs within the company. Many drivers feel this is an important enough issue to find its way on the '93 contract ballot. There's no doubt that through hardship or personal reasons there exists a need to be able to relocate. In a company as large as UPS this shouldn't be that difficult considering companies a lot smaller have this option. Some drivers feel that only the higher seniority personnel would benefit from this action and would endanger lower seniority job security.

Various plans could be devised in accordance with concerns to protect seniority and yet provide a solution for those wanting to transfer. One idea, for example, would be for two drivers in two areas willing to trade their bid routes under certain guidelines. The drivers could keep their company seniority and dovetail in on each other's respective building seniority, on a volunteer basis only. This idea would need fine-tuning but could be a start.

Let's keep this idea of transfers alive and come up with a workable solution.

—Mike Panado, Gary Gostigan, Tampa Local 79

UPS's 'Commando' Style Fails in Italy.

An article in the Aug. 10 issue of *Transport Topics* titled "Global Market Is UPS's Classroom" included the following anecdote:

"UPS retains local management and employees, and through experience has learned that it is not wise to try to force the new acquisition to do business the UPS way. ... UPS learned this lesson the hard way in Italy, when it purchased one of the leading delivery companies. A team of experts was dispatched immediately to show the Italians how things should be done—the UPS way. 'The UPS team behaved more like commandos instead of the teachers, partners and consultants they should have been,' Mr. Layden (a UPS senior vice president) said. ... The Italian operation got worse rather than better as a result."

Now isn't it time they learned this lesson at home?

What About Technology?

The negotiators of our past contracts overlooked or ignored the fast-growing need to address issues related to technological advancements, which are inevitable and have their advantages but also their impact on our jobs. Electronics are affecting our job security through increased productivity (e.g., scanners) and management's ability to monitor our movements (e.g., DIAD, IVIS). As we look for dignity, justice and job security through our next contract, let's not forget that technology will affect working conditions and discipline.

New Jersey Brewery Locals 843, 153

Jurisdictional Mess Harms Members

The sisters and brothers working at Newark's Budweiser brewery are being victimized by a 40-year-old historic relic: the Joint Board. They are represented by two distinct Teamster locals—843 and 153.

Some 97 of the 125 members (route drivers) in the Wholesale Operations Division (WOD) are members of Local 843. They pay dues to 843 and vote in 843 elections. But they may only be represented by Local 153. Similarly, 250 members of Local 153 in production must be represented by Local 843.

Goofy? You bet! But the Joint Board (which has seven members of each local on it) refuses to remedy the situation. Likewise, Joint Council 73, run by Frank Carracino, refuses to act.

Unfortunately, it is the rank and file who suffer the consequences of this most unrepresentative situation. While Local 843 aggressively represents the members of 153 under its jurisdiction, despite the fact that it receives no dues income, Local 153 Secretary-Treasurer Alvin Saddler continually fails to reciprocate.

Members of 843 who fall under Saddler's jurisdiction are thereby put in a situation in which their local union cannot represent them, and Local 153 will not. This became glaringly apparent during contract negotiations. When Local 843 President Gene Giacombo spearheaded a campaign to successfully turn down a concessionary national contract negotiated by Brewery and Soft Drink

Director David Laughton, Alvin Saddler almost immediately accepted all 75-plus company proposals the second time around. Conversely, Local 843 was able to bargain from the table most of the company's draconian proposals and streamline a 40-year-old grievance procedure.

About a year ago Saddler assessed his entire membership \$100 each, explaining he needed the money for arbitration. While no arbitrations have taken place, the local immediately thereafter found funds to purchase a new car for Saddler, through a Local 153 board member.

Grievances, including discharges, go unanswered. Work conditions

remain unaddressed. When TDU member Gennero Bifalco defeated a Local 153 board member for shop steward recently, the local retaliated by refusing to give him any information about the status of the innumerable backlogged grievances. The fact that it is the aggrieved members who will suffer the consequences of their retaliation does not seem to bother them at all.

Members of both locals have tried to bring a little common sense to this unrepresentative lack of local union autonomy through petitions and letters asking for a visit by General President Carey or his personal intervention. They await his response.



About 125 union members and their families, including this happy group, attended a picnic on July 19 sponsored by the Minnesota TDU Chapter and UAW New Directions. Many of the TDUs plan to attend the TDU Rank & File Convention, Oct. 23-25, in St. Louis.

Highest-Paid Officer Per Capita

Local 64's Hanoian Faces Charges

Paul Hanoian, principal officer of Providence, R.I., Local 64 and the only full-time representative, pockets nearly 60% of the membership's dues as salary and expenses. Local 64's 1,200 members pay over \$180 per member per year in dues to support Hanoian's lavish lifestyle. The 1991 LM-2 reports show Hanoian taking a total of \$216,447.

Charles Carberry, the court-appointed investigations officer, filed charges against Hanoian and three other executive board members for

violating their fiduciary duties to the members. The Local 64 executive board in 1976 passed a resolution giving Hanoian a 10% yearly raise as long as he was employed by the local. (Imagine getting that clause into your contract!) In violation of the IBT Constitution, Hanoian has taken automatic salary raises without the approval of the local executive board or the membership of Local 64. The disputed pay raises have netted Hanoian some \$688,000. The charges are scheduled to be heard Sept. 10 by Judge Lacey.

\$100,000 Club Grows in '91

continued from page 6

us the more titles I hold, the more salaries I make, the more powerful I can be for the members I represent. I say the more jobs our union officials hold, the more of our union business is left undone and neglected."

But old guard spokesman Jack Mogelson of Minnesota, speaking on behalf of the Durham forces who controlled the convention, defended multiple salaries stating, "Those of us that are out negotiating contracts that are on strike lines and jeopardize ourselves ... I want them to be paid for their responsibility. That's the American way."

What this shows is that at the next IBT Convention, we have more reforms to make in our constitution. And we have to reform and rebuild this union from the bottom up.

A Watershed Year

This list is published at a great watershed time for our union, in terms of finances and direction. Essentially this is the last such list reflecting the old Teamsters union. It also shows there is much work left to be done. Certainly there are many hard-working elected officials on this list. But there are many on this list in appointed posts due to family connections, and others who have used our union as a road to the upper class.

We are in the midst of a great change in our Teamsters union, and how well it turns out depends most of all upon us, the membership. We have made significant changes in the International union, now we have to do the same at all levels, starting in our local unions.



We'll Be There

Rob Herman (l.), Bob Henry
Local 1149, Anheuser-Busch
Baldwinsville, N.Y.

We'll be at the TDU Convention in St. Louis, and we look forward to meeting other Teamsters in the soft drink and brewery industries. The convention is a great opportunity to meet with other Teamsters who are active in fighting for better contracts and a stronger union.

Transit Mix Strike in Cincinnati

"We don't want these people in our local. They're too much trouble."

That was the attitude of the ousted officials in Cincinnati Local 100 regarding some 170 transit mix workers at Plainville Concrete Services Inc. It permitted owners Ron and Jack Clark to establish and operate their non-union subsidiaries and to pit worker against worker with little or no threat of being organized.

But that's changed. The local, which is under new leadership after the previous president and secretary-treasurer were removed by Judge Lacey, successfully brought unfair labor practice charges against Plainville, and organized and won elections at all the non-union operations except Bluegrass Concrete in Kentucky. Negotiations that bring all of Plainville companies under one contract broke down on Aug. 9 and pickets went up on Aug. 10.

The strikers also won the support of the Cincinnati Building Trades Council and have shut down construction at many sites, including an expansion project at Greater Cincinnati Airport.

Transit mix workers at Plainville currently earn \$10.25 an hour, and pay \$32 co-pay a week on an inferior health insurance package. Most employees have virtually no pension.

Compare this with transit mix workers in Detroit (who were on strike last summer), who earn \$16.62 an hour and have the top Teamster health and welfare and pension. One wonders if the Clark brothers are charging enough for cement? Local 100 put that very question to the Clarks and the answer was that they charge about \$55 to \$60 a yard, the same price it goes for in Detroit! Sounds like the Clarks have had a good thing going.

"When the company started," said Robert Wheatley, a mechanic for Plainville and on the negotiating committee, "management communicated with the workforce and paid a fair wage. As time passed management got new cars, hired their sons, wasted money while the workers got nothing. The company grew and management played the workers against each other for the benefit of themselves.

"When the workers saw what was happening, saw the unfair firings and favoritism and double standards, we became union," Wheatley explained. "Now, out of about 170 workers, 166 are sticking together, seeing the same dream that each brother and sister has, fighting for a fair living wage, decent health care, safe working conditions and a future for ourselves and our children."

LETTERS FROM OUR MEMBERS

Don't Be a Loser

Each and every Teamster should be aware of the workings of their union. This union now belongs to the members, and I think we should get off our duffs and start doing more to help our union so that we don't lose all we gained in our first International election.

Just paying your dues each month doesn't cut it. You should try to attend a union meeting once in a while. Some people can't attend because of work, but those who aren't working and always have some excuse for not going need to wake up and smell the coffee. If you have trouble getting your elected local representatives to work for the members, you make it easier for them by not attending meetings. Most of the time they don't want you to attend, so they can do as they please and pass what they want. **YOU COULD LOSE.**

It really is sad that so many people, with so much at stake, can't afford two hours a month to go to a local union meeting to protect their investment. A lot of people rely on their stewards to keep them informed. I've got news for those people—a lot of stewards never go to union meetings. It's your job and your future. Don't count on the other guy. **YOU COULD LOSE.**

Dick Collis
Local 104, Yellow Freight
Phoenix

Butt Kissers Must Go

I would like to thank Dave Kapitula of Local 401 in Wilkes-Barre, Pa., for getting me interested in TDU. I saw what TDU stood for,

and I am still a member though I'm retired now.

Our local business agents saw fit to vote for Walter Shea in the International election. Shame. I was very happy to see TDU come out and vote for an honest and compassionate man, Ron Carey. I think this should tell the membership of Local 401 that these BAs have got to go. Our local still practices hiring butt kissers and cousins first. It is time for them to go.

Joe Romisk
Local 401, retired
Wilkes-Barre, Pa.

A Canadian Perspective

I am writing this letter to give the Canadian perspective on deregulation and mergers and our union. In Canada we waited 10 years after the Americans to bring in deregulation, and Canadian Teamsters are now paying the price. Teamster trucking companies are now going broke and others are merging. American trucking companies such as J.B. Hunt, Schneider, Poole and Overnite are rapidly taking the cross-border trade. I was working for the largest LTL carrier in Canada. Our revenue last year was \$600 million, compared with Yellow in the States with revenue in the billions. So you see that if they decide to start hauling our domestic freight they could cut the rates and put all the Canadian carriers under real quick.

My company has just sold part of the operation that I work for to a Quebec company, and we are now merging with that company. In our province of Ontario we dovetail our seniority, but in Quebec they entailed the seniority. The

Teamsters in Quebec sent a letter to Ron Carey advising him of the situation. Our own Canadian Conference director and vice president are quite happy with this arrangement, apparently, because the Quebec Teamsters cannot get in touch with either one of them.

I hope this has given some insight into Canadian problems. As you can see, our problems are similar to what American Teamsters have been going through, and with the new Free Trade deal with Mexico looming, we all have new pressures to deal with.

Casey Hoogendam
Local 938, Kingsway
Belfountain, Ont.

TeamCare, A Sad Affair

On Sunday, Aug. 9, the Central States sent representatives to Local 413 for a meeting to explain TeamCare.

About a month prior we received a brochure about TeamCare that took less than an hour to read. In the past month we have been hearing people at the terminal and on the CB radio raise hell about TeamCare.

Local 413 has about 4,000 members, but less than 100 showed up for the August meeting. From the people we've talked to about TeamCare, 30% have not received any papers and 40% received papers but have not read them. This 70% are the people who will voice their opinion to everyone.

We and many others feel that the members should not be punished because the doctors and hospitals are overcharging. We should be allowed to choose if we want to use TeamCare. Central States should also look at the operation they are running. There could be a lot of changes made there.

There will be another meeting in Local 413 soon. We hope these people who talk so much will attend and voice their opinion to the people they should be talking to. Please do not complain to the women working in the Local 413 office or the officers of our local. Go to the next meeting.

Wally Wallis and Don Hood
Local 413, Yellow Freight
Columbus, Ohio

Pension Rules Unfair

Have any of you had trouble getting what you consider to be your proper pension benefits?

Because I was on medical leave when the new pension plan was instituted, I was forced to accept a pension of \$600 a month less than if I were on layoff. I was 62 years old and had recently had a heart attack, but I had completed 30 years as a Teamster. I could not reasonably get

a job at another company because of my age and physical condition. I had to accept the lower amount because my personal savings were depleted.

The rules state that a member on layoff could pay one week of pension dues at the new rate and draw the new pension amount, but because I was on medical leave I could not, and therefore I could not collect the new amount, even though I met all other requirements.

Orvin Gunderson
Local 710, retired
Sioux Falls, S. D.

TDU Meets

ATLANTA
Saturday, Sept. 5
7:30 p.m.
College Park Fire Dept.
Sullivan Rd., College Park, Ga.

CHICAGO
Sunday, Sept. 20
Noon
Cesar's
5001 W. 79th St., Burbank, Ill.

CONNECTICUT
Sunday, Sept. 20
1 p.m.
Red Bull Inn, Waterbury, Conn.

EAST BAY
Saturday, Sept. 12
10 a.m.
Denny's on Broadway
Near Jack London Square
Oakland, Calif.

EASTERN MASS./R.I.
Saturday, Sept. 19
Holiday Inn
Rt. 9, Natick, Mass.

JACKSONVILLE, FLA.
Sunday, Sept. 13
TDU Picnic
Time, place to be announced

N.Y./N.J. CHAPTER
Saturday, Sept. 26
10 a.m.
Bohemian Hall
29-19 24th Ave., Astoria, N.Y.
Call (212) 874-2360 for directions

READING, PA.
New Teamsters Rally
Saturday, Sept. 26
Noon
Willow Glen Picnic Grove
Sinking Springs, Pa.

ST. LOUIS
Sunday, Sept. 27
11 a.m.
St. Charles Red Cross
516 S. Fifth St.

SAN FRANCISCO
To be announced
(415) 621-7507

SEATTLE
Saturday, Sept. 12
9 a.m.
El Centro de la Raza
2524 16th Ave. S.

SOUTHERN CALIFORNIA
Saturday, Sept. 19
10 a.m.
Van Nuys UAW
7915 Van Nuys Blvd.
Van Nuys, Calif.

STOPping
SEXUAL HARASSMENT

A HANDBOOK
for
union and
workplace activists

A Handbook for Union and Workplace Activists

By Camille Colatosti & Elissa Karg
Published by Labor Notes

This organizing manual highlights a range of tactics that union and other workers can use to fight sexual harassment, including training sessions, contract language, job actions—and more.

From the preface by Diana Kilmury, Teamster Vice President

In this book, written from a union point of view, Camille Colatosti and Elissa Karg discuss sexual harassment in all its forms and tell us what we should do. Take quick action. Shout "No." Organize. And—if you're fortunate enough to belong to a union—get that union involved.

\$9 plus postage (\$2 first book, \$1 each additional)

Order from:
LABOR NOTES
7435 Michigan Ave., Detroit, Mich. 48210
(313) 842-6262

Be sure to include complete address, including zip code.

EDUCATION AND ORGANIZATION

A union is only as strong as its members. We've elected a General Executive Board committed to reform, ready to take on the employers. We're sending a message to those local officials who would stand in the way of the New Teamsters—help us work for a stronger union or get out of the way. But the backbone of our union is the rank and file, and our strength lies in being organized and educated. **We** must know our rights and be prepared to work together to enforce them. That's what the TDU Rank & File Convention is all about.

Education

Education is a major component of every TDU Convention. Some 20 workshops are held throughout the weekend, led by Teamster activists, labor educators and attorneys. Members share information and strategies, learning the skills they need to defend their rights on the job, fight for better working conditions and play a leadership role in our union.

Workshops at this year's convention will include:

- Legal Rights (two)
- Responding to Cooperative Management Schemes
- Preparing for Local Union Office
- Organizing Against Discrimination in the Workplace
- Contract Campaigns and Workplace Strategies
- Drug Testing: Your Legal and Contractual Rights

Organization

Unions were organized so that workers no longer had to fight the corporations as individuals. Today we face global corporations, employer networks and na-

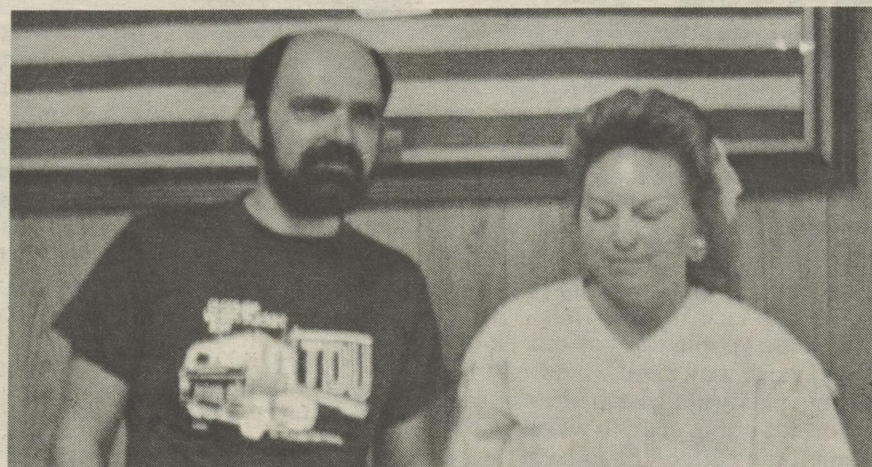
tional union-busting consulting firms. More than ever, we need to respond in an organized, unified way.

The TDU Convention is an opportunity for Teamster activists and leaders from across North America to meet each other, set up company and jurisdictional networks, and plan campaigns around their contracts. Company and jurisdictional meetings will include:

- UPS
- Freight
- Carhaul
- Grocery
- Local Contracts (industrial, clerical, etc.)

The convention is the highest body of TDU. We will discuss and decide our priorities for the year ahead and elect an International Steering Committee to lead TDU until the next convention.

Use the coupon below to register now for this important event.



Don Riccio and Denise Bauder
Local 429, New Penn Motor Express
Reading, Pa.

This will be our first TDU Convention. We've been organizing our Reading TDU Chapter for a year now, and we continue to grow steadily. Other members in our area have told us about the wealth of information available at the convention. We hope that getting that information will give a real boost to our rank and file organizing efforts here.

TDU Rank & File Convention, October 23-25

REGISTER NOW!

Postmark your registration no later than Oct. 2 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra).

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$60 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Suggested donation of \$30 per child to defray costs.

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$140 x _____ = _____

Sat. & Sun. \$100 x _____ = _____

Sat. only \$70 x _____ = _____

Total Registration Cost = _____

____ Single room

____ Double room (with _____)

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights _____ x \$60 = Housing Cost = _____

____ # of children Childcare donation = _____

☐ \$30—one year membership.

☐ \$75—three year membership

☐ \$15—spouses, retirees and Teamsters grossing less than \$12,000 per year

Membership cost = _____

TOTAL COSTS = _____

____ \$10 if postmarked by Oct. 2 (\$5 if one day)

____ \$10 travel over 500 miles one way

____ \$20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Visa/Mastercard # _____ Exp. date _____ / _____

Signature _____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Spouses Invited

Many spouses play an active role in TDU. We encourage spouses to attend and participate in the TDU Convention. If you are not active in TDU but would like to learn more about TDU, the convention is a great place to do that.

There will be a special reception for spouses to get acquainted Friday evening and a meeting for spouses Sunday morning.

Quality child care is available by advance reservation.